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Team Culture

This workgroup presented specific methods for creating and leading functional, multidisciplinary teams, ones that will support your idea or your company's activities, products and strategies in the best possible way.

Facilitator:

Nana Radenkovic, Nova Iskra
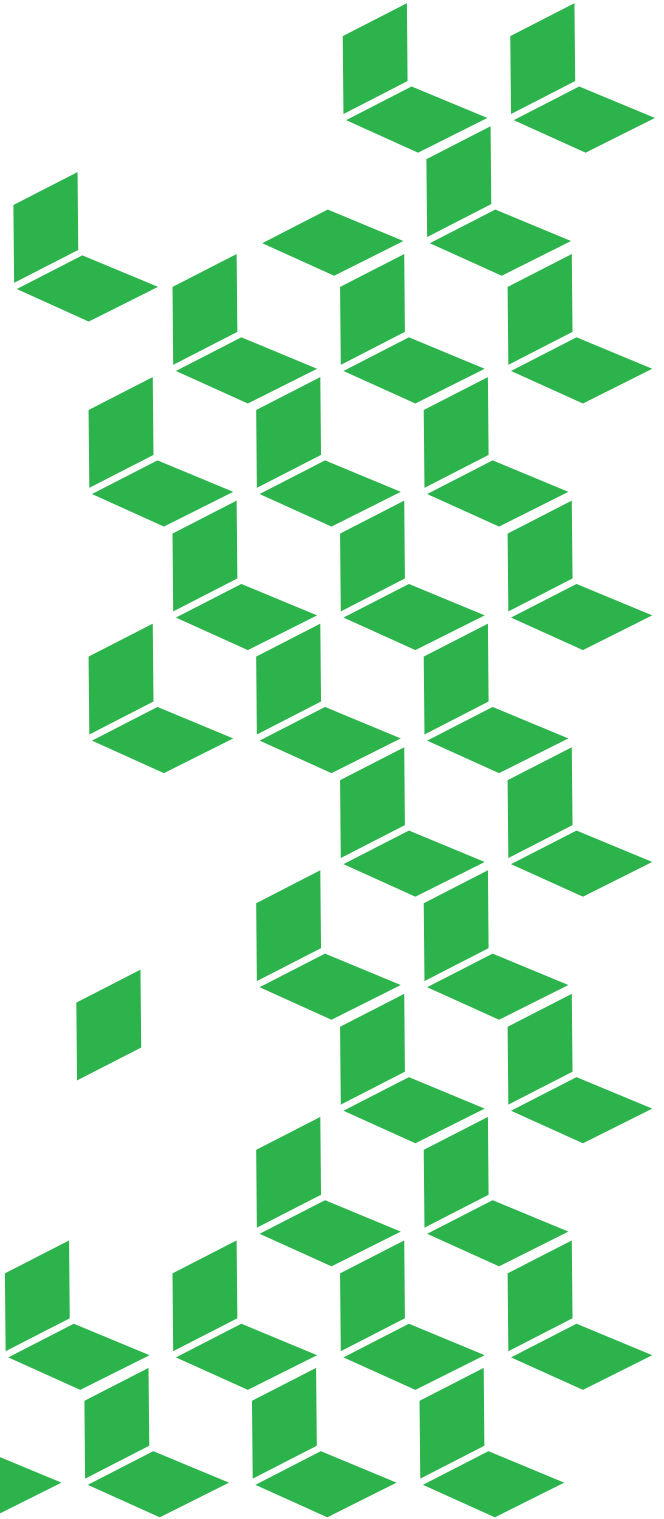
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"Most of us, we are more focused on working for others that there is left so little time to spend for working on ourselves, in order to become better. In creative and familiar environments, like Nova Iskra, where friends and family are working together, it is possible that there will be no rules or specific behaviors that someone has to follow in this kind of environment", quote Mrs. Nana Radenkovic, Nova Iskra. "So, at some point a reset might be a necessity for a company which concludes of people that you know and have the same background as you."

Mrs. Nana Radenkovic introduced to the participants of this session, three main categories that

must be taken into consideration and defined by the team, so as to prove the way people are working with each other: TOOLS-RULES-STYLES. Before analyzing these categories, it is important to explain the term Team Culture: Team Culture is the definition of the kind of behaviors and norms that the team value and practise. Although, there is no specific or perfect formulas and models, it depends on every team and its composition of personalities, as well as on the specific conditions that apply to the team.

Tools

All the new ways of supporting and helping the team to work better. It can be a project management platform, or a professional-personas test. If someone suggests a new tool, he should explain why, how it's going to work for the team and also should be the one that will transmit the knowledge. During the period of a new tool trial, the team keeps track and evaluates the results. Consensus should be helpful in decision making processes in teams.

Rules

A team can define the rules depending on the envi-ronment and specify the type of work that it gener-ates, there is not one golden rule that can apply to all the teams but some of them can be general, such as: dress code rules, to be on time rules, cleaning rules or language rules. Sometimes, if some of the team members are not willing to obey the rules, majority agreed upon, there should be created some system of reward/discipline in order to make the rule have its integrity.

Styles

Every individual and member of the team, manages every situation in a different way, something that can be very frustrating for all the others co-workers. So it is important to land up in one managerial style that is functional for the most of the people. A helpful way to find it, is some ideas and proposals could come from the bottom up, by proposing managerial styles that will improve the workflow.

But the most important of it all is, as members of creative spaces that want to change the world, it is necessary to create a safe environment for ourselves and for our employees as well, to innovate, to experiment and to be creative.